

## ABSTRAK

Tentara Nasional Indonesia (TNI) memiliki peran strategis dalam mengawal dan menjaga keutuhan Negara Republik Indonesia (NKRI). Untuk menjaga keutuhan dan kedaulatan Negara Republik Indonesia (NKRI) maka disusun sebuah sistem pertahanan yang mampu menangkal ancaman-ancaman dari pihak asing (luar negeri) maupun ancaman dari dalam negeri (separatis) dan (teroris). Penelitian ini bertujuan untuk mengetahui pengaruh *transformational leadership* dan kompensasi terhadap kinerja berkelanjutan Prajurit Batalyon Infanteri 509 melalui *organizational citizenship behaviour* sebagai variabel *intervening*. Penelitian ini menggunakan jenis penelitian *explanatory research*. Populasi dalam penelitian ini adalah seluruh Prajurit Batalyon Infanteri 509. Peneliti menggunakan metode sampel jenuh sehingga jumlah yakni 80 responden. Metode analisis data yang digunakan dalam penelitian ini yaitu *Structural Equation Modeling* (SEM). Hasil penelitian menunjukkan bahwa semakin baik *transformational leadership* akan meningkatkan kinerja berkelanjutan, semakin tinggi kompensasi akan meningkatkan kinerja berkelanjutan, semakin baik *transformational leadership* akan meningkatkan *organizational citizenship behaviour*, semakin tinggi kompensasi akan meningkatkan *organizational citizenship behaviour*, semakin tinggi *organizational citizenship behaviour* akan meningkatkan kinerja berkelanjutan, semakin baik *transformational leadership* akan meningkatkan kinerja berkelanjutan melalui *organizational citizenship behaviour*, semakin tinggi kompensasi akan meningkatkan kinerja berkelanjutan melalui *organizational citizenship behaviour*.

**Kata kunci:** *Transformational leadership*, kompensasi, OCB, kinerja berkelanjutan

## **ABSTRACT**

*The Indonesian National Armed Forces (TNI) has a strategic role in guarding and maintaining the integrity of the Republic of Indonesia (NKRI). To maintain the integrity and sovereignty of the Republic of Indonesia (NKRI), a defense system is designed to ward off threats from foreign parties (foreigners) as well as domestic threats (separatists) and (terrorists). This study aims to determine the effect of transformational leadership and stimulus on the sustainable performance of the 509th Infantry Battalion Soldiers through Organizational Citizenship Behavior as an intervening variable. This study uses explanatory research. The population in this study is all 509th Infantry Battalion Soldiers. The researcher used a saturated sample method so that the number was 80 respondents. The data analysis method used in this study is Structural Equation Modeling (SEM). The results of the study indicate that better transformational leadership will improve sustainable performance, higher compensation will improve sustainable performance, better transformational leadership will improve organizational citizenship behavior, higher compensation will improve organizational citizenship behavior, higher organizational citizenship behavior will improve sustainable performance, better transformational leadership will improve sustainable performance through organizational citizenship behavior, higher compensation will improve sustainable performance through organizational citizenship behavior.*

**Keywords:** *Transformational leadership, compensation, OCB, sustainable performance*